

NAPA STUDY GROUP EFFORT COMPARED WITH DCI/DDCI  
PERSONNEL OBJECTIVES

OBJECTIVE: More central policymaking in personnel matters -

Study Group Results:

Central control of personnel regulations - No

Define legal authorities - Yes

Strengthen central management - Yes (weak)

Strengthen Directorate Personnel Officers - Yes

Establish Office of Personnel focal point for  
personnelists - No

Delegate Office of Personnel duties - No

OBJECTIVE: Uniformity and impartiality in promotion system -

Less reliance on panels - Yes

Less authority to panels - Yes

More emphasis on performance, less on potential - Yes

Uniform precepts for panels - Yes

OBJECTIVE: Inter-directorate rotations and mobility -

E-Career service - disestablish - No

Widen vacancy notice system - No

Clarify rotational policy - Yes

Agency-wide occupational career systems - No

OBJECTIVE: RCO (including reasonable promotion opportunity)

Flo thru - No

Agency obligation to employees (abandon tenure?) - No

Abandon low 3% out policy - Yes

OBJECTIVE: Improve recruiting and training

CT program changes - No

MISC: Label professional and clerical differently - No

Eliminate college degree requirement to become a professional - No

Change PRA system - No

LWOP - No

Evaluate Personnel Management System - Yes

Facilitate transfer to other agencies - Yes

Establish RIF rules - Yes

Establish criteria for changes to system - No

Reduce costs of personnel admin - ? (study)

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DCI AUTHORITIES

- Executive Order 12036, Paragraph 1-1106--The Secretary of Defense:  
"Conduct as the executive agent of the United States Government  
signals intelligence and communications security activities, except  
as otherwise directed by the NSC;"
  - Paragraph 1-601(i)--The DCI: "Ensure the establishment by  
the Intelligence Community of common security and access  
standards for managing and handling foreign intelligence  
systems, information and products;"
  - Paragraph 1-710: "All senior officials of the Intelligence  
Community shall protect intelligence and intelligence sources  
and methods consistent with guidance from the Director of  
Central Intelligence and the NSC."
- Executive Order 12065, Paragraph 4-201--Special Access Programs:  
"Agency heads listed in Section 1-201 may create special access  
programs...such programs may be created or continued only by  
written direction and only by those Agency heads and, for matters  
pertaining to intelligence sources and methods, by the Director  
of Central Intelligence."